Native

Migrations

India Talent Summary

Global Capability Centers

Aerospace
Automotive
Consumer
Semiconductor
Pharmaceuticals & Healthcare

Jan – Jun 2026



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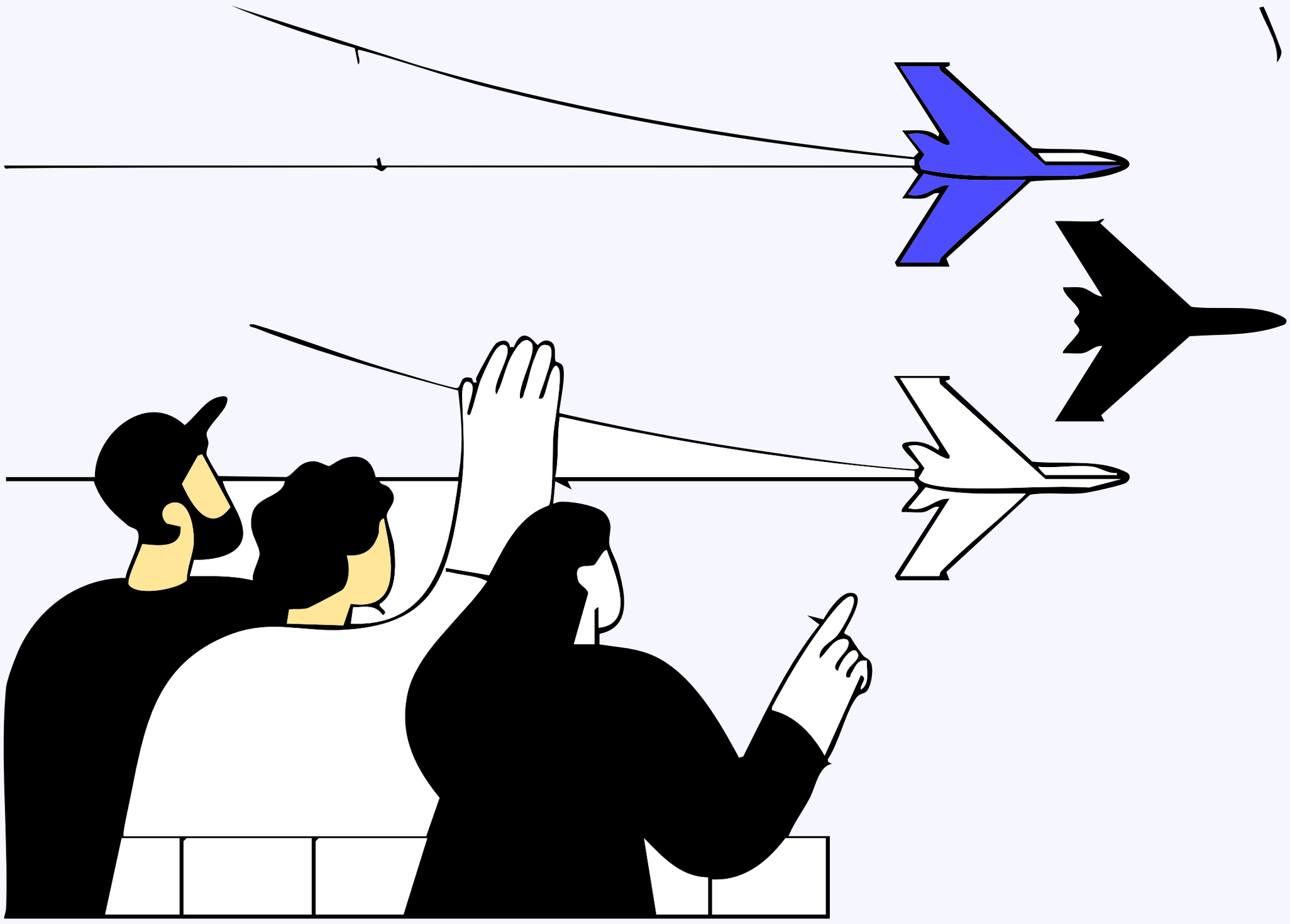
Migrations

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Aerospace GCCs

Talent Migrations

Jan – Jun 2026



Scope: 50+ Aerospace GCCs analyzed across Mid-Senior & Leadership levels

Aerospace GCCs

Talent Movements Summary

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Key New Buildout

THALES
RESEARCH & TECHNOLOGY

Top Skills in Demand

- Predictive Maintenance
- Cloud & Automation
- AI / ML

Hiring Trends

The sector has shifted from **scale to specialised** capability-building. Demand is strongest for **systems engineering, avionics, embedded/safety-critical software, digital engineering, advanced manufacturing, electronics and engineering R&D**

The second major trend is the rapid infusion of **AI** and **digital technologies** into traditional aerospace engineering. Hiring is expanding around **AI/ML, predictive maintenance, engineering analytics, GenAI, digital twins, MBSE, cloud and automation**, alongside conventional aerospace expertise.

Aerospace GCCs

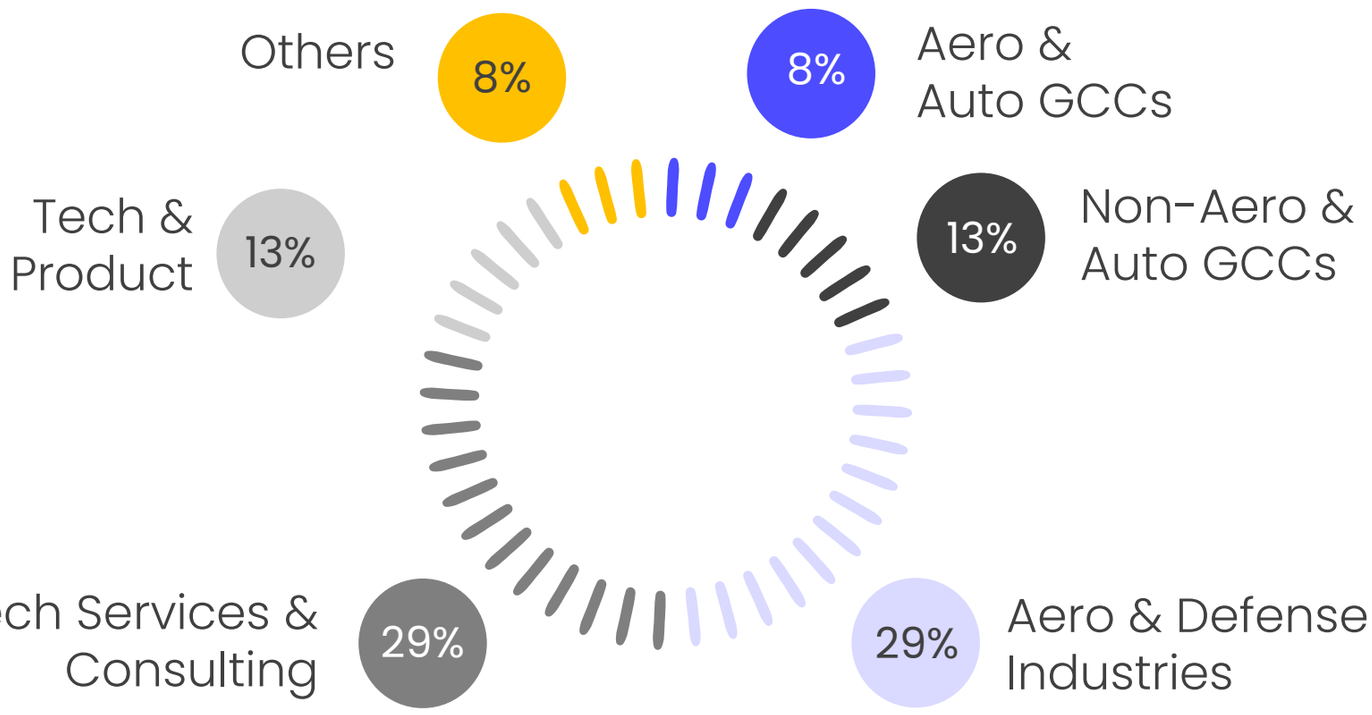
Movements Analysis

Native

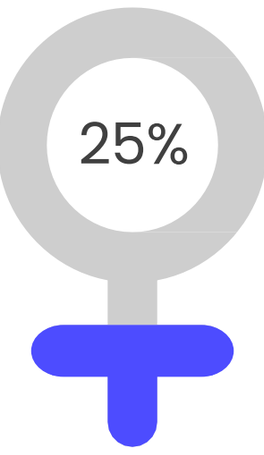
Jan – Jun 2026

Sourcing Split

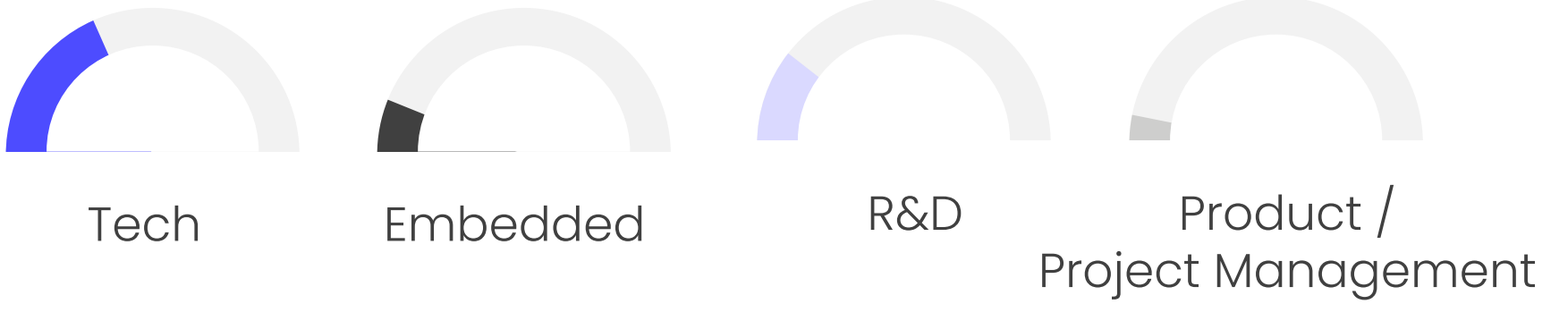
Sector split of Incoming Talent

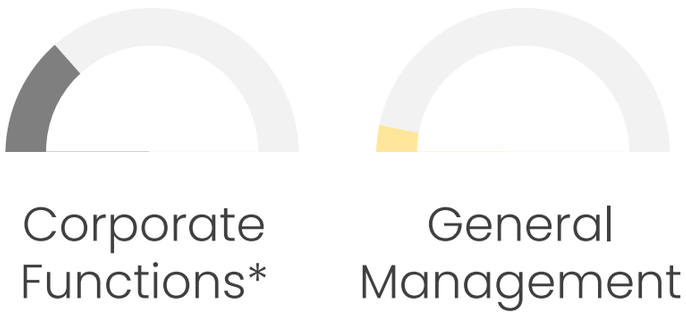


Diversity Movements



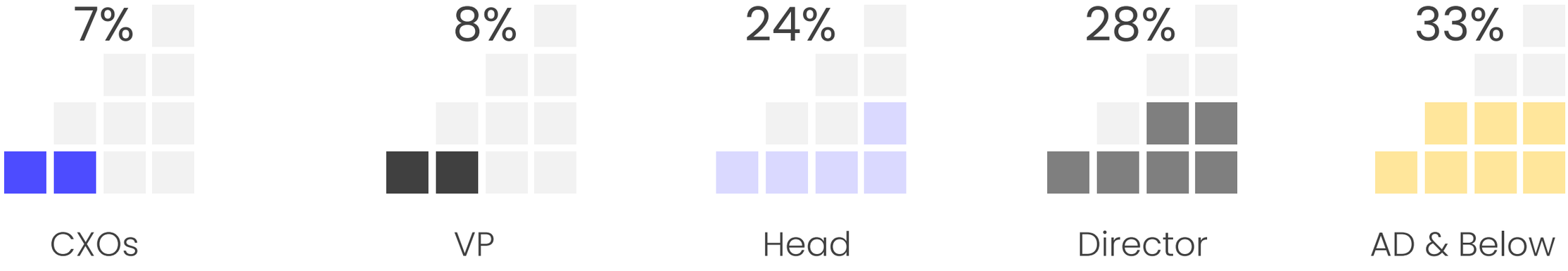
Functional breakdown



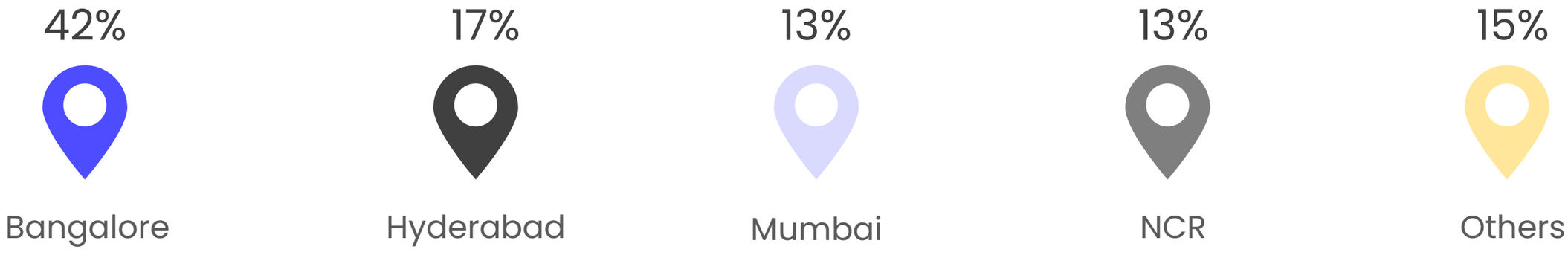


*Corporate Functions includes Shared Services, HR, Finance, Supply Chain, Legal & Compliance

Levelwise hiring split



Hiring Hotspots



Aerospace GCCs

Key senior movements

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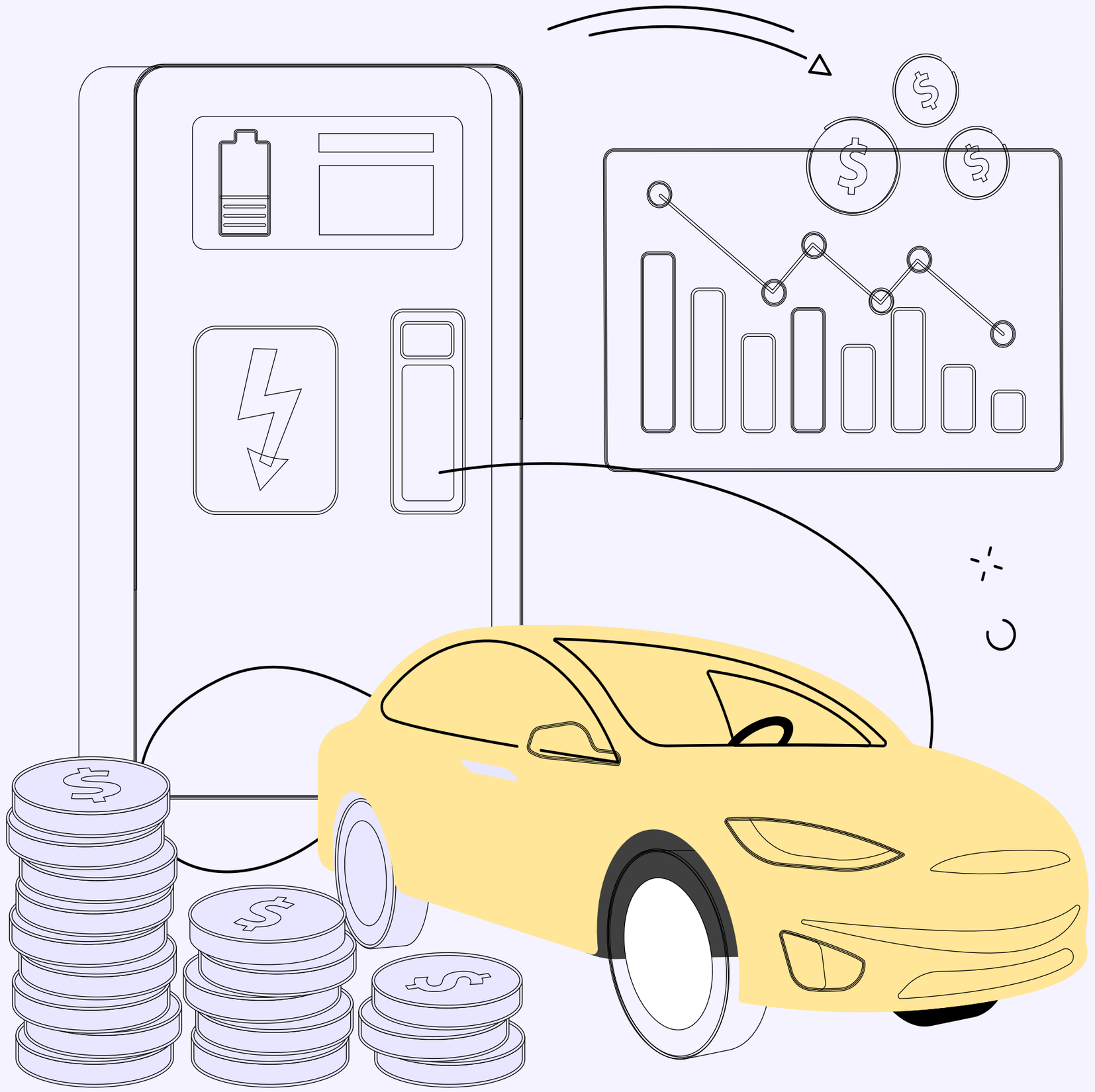
Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Elliot DeSouza	Head of East HR Digital Hub (China, APAC, South Asia)	Soliton Technologies	AIRBUS
Bijuraj Balakrishnan	CEO	Dassault Systèmes	3DS GLOBAL SERVICES
HariPrasad Reddy	Head of Data Science and Analytics	Akkodis	Pratt & Whitney An RTX Business
Ruth Gabell	Associate Director, Supply Chain Management	Thomson Reuters	Pratt & Whitney An RTX Business
Swathi Pennapareddy	Associate Director	Raytheon Technologies	Pratt & Whitney An RTX Business
Babu Srinivasulu	Vice President	International Flavors & Fragrances I.F.F.	ROLLS ROYCE
Chandra Mouli Depuru	Director (Defence)	Garuda Engineering Solutions	SAAB
Ambati Hari Krishna	Human Resources Director	Ovation Services	SAAB
Vijay Saini	Head of Quality	TATA Advanced Systems	SAFRAN
Darshana Shetty	Country Head and Area Vice President – India & SAARC	DataStax	Starburst Rocket fuel for AI

Automotive GCCs

Talent Migrations

Jan – Jun 2026



Scope: 100+ Automotive GCCs analyzed across Mid-Senior & Leadership levels

Automotive GCCs

Talent Movements Summary

Jan – Jun 2026

Native



Key New Buildout

Top Skills in Demand

- EV Engineering
- Embedded
- Data & AI

Hiring Trends

Traditional mechanical/product engineering roles remains important, but the strongest hiring momentum is now around **embedded software, AUTOSAR, ADAS, vehicle electronics, EV powertrain and battery systems, cloud, cybersecurity, telematics and data/AI.**

The second major trend is **convergence of engineering disciplines and deeper product ownership from India.** OEMs are building multidisciplinary teams combining mechanical, electrical/electronics, software and AI capabilities.

Automotive GCCs

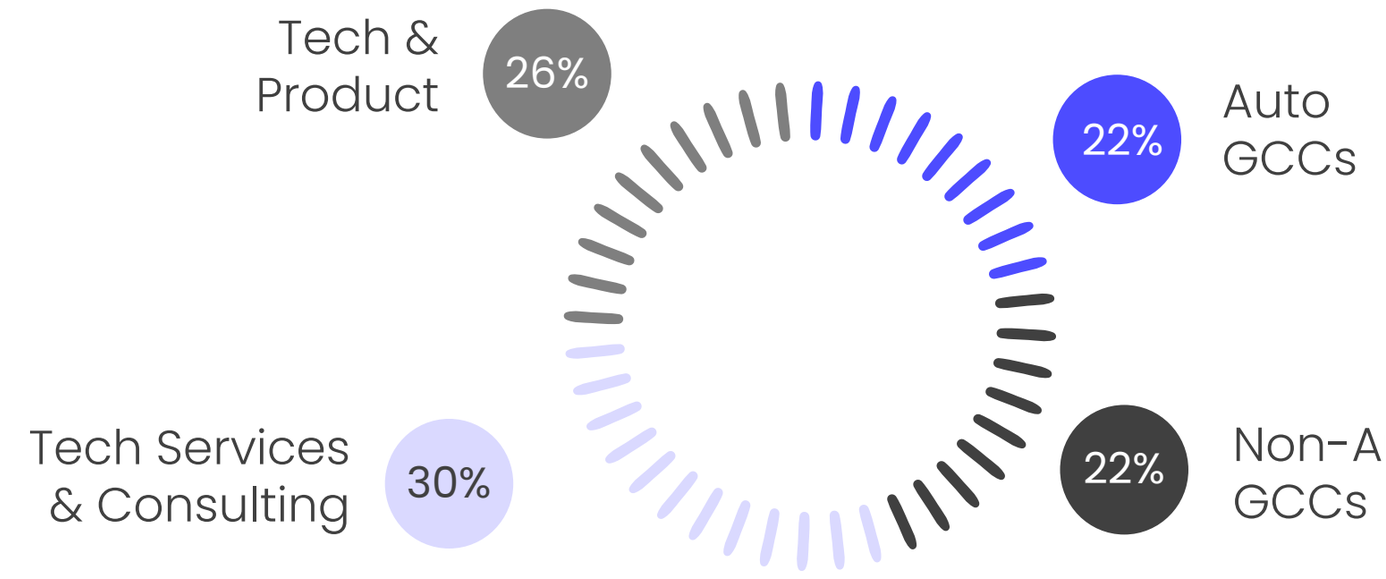
Movements Analysis

Native

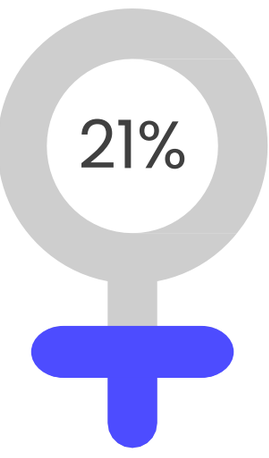
Jan – Jun 2026

Sourcing Mix

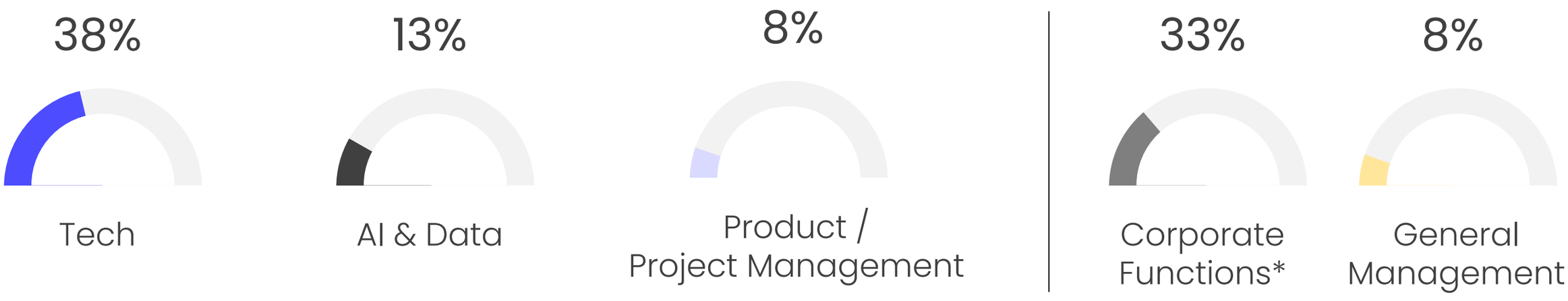
Sector split of Incoming Talent



Diversity Movements

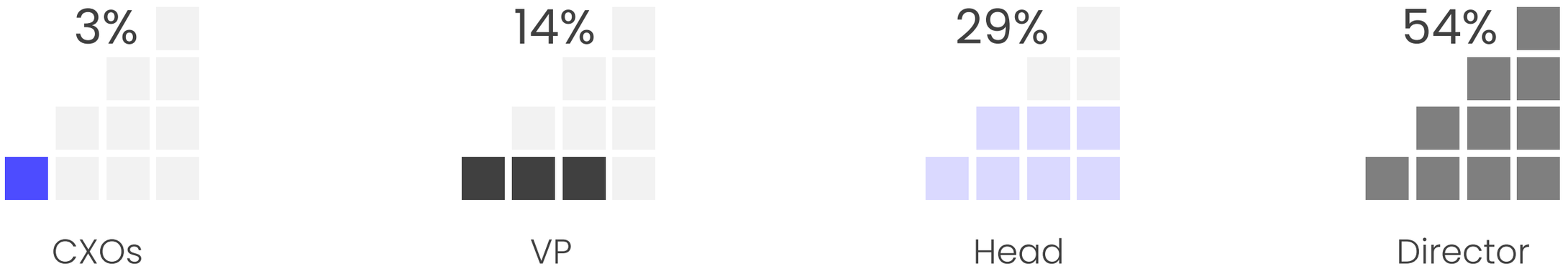


Functional breakdown



*Corporate Functions includes Shared Services, HR & Finance

Levelwise hiring split



Hiring Hotspots

Automotive GCCs

Key senior movements

Native

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Sowmya Ravindra	Director	Shell	ALSTOM
Semmal Tamilnambi	Senior Director	Gen	APTIV
Radhakrishnan Kodakkal	MD and CEO	Whirlpool Corporation	DAIMLER TRUCK Innovation Center India
Vincent Vinod Chandrashaker	SVP - Information Technology	Alstom	DAIMLER TRUCK Innovation Center India
Jones Jebaraj	Director of Strategy & Enterprise Analytics	Microsoft	Ford
Nanda Kishore M S	Director, Customer360 Ingestion & Web Services	FICO	Ford
Hemant Addal	Director	State Street	Ford
Himanshu Kumar	Director – Product & Program Management	Harman International	FORVIA HELLA
Praveen Chatla	Head of Lifestyle Digital & India Site Head	Ericsson	HARMAN A SAMSUNG COMPANY
Anurag Goyal	Director, Finance Digital Architect	AB InBev	HARMAN A SAMSUNG COMPANY

Automotive GCCs

Key senior movements

Native

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Gururaj N	Director of Engineering	Amazon Web Services (AWS)	HARMAN A SAMSUNG COMPANY
Priyamvadha Santhanam	Head of Software Development & Pune Site Head	Mercedes-Benz Research and Development India	KONE
Dwaipayan Talukdar	Vice President, Delivery	Axtria	POLESTAR
Sameep Rohatgi	Vice President	Tredence	POLESTAR
Vagesha Sinha	Associate Vice President – GCC Practice	ClickPost	POLESTAR
Anirban Roy	Associate Vice President	Brillio Data Analytics	POLESTAR
Hironori Awano	SVP	Nissan Motor Corporation	RENAULT NISSAN TECHNOLOGY & BUSINESS CENTRE INDIA
Madhu Dhandhania Jalan	Director GBS & FOC ISEA	Amazon	SKF
Md Intisam Alam	Director – Digital Area Product Owner	Sutherland ·	VOLVO
Pradeep Ghorpade	Director – System Engineering, System Simulation and Data Analysis & Quality Management	Magna International	VOLVO

Consumer GCCs

Talent Migrations

Jan – Jun 2026



Scope: 40+ Consumer GCCs analyzed across Mid-Senior & Leadership levels

Consumer GCCs

Talent Movements Summary

Jan – Jun 2026

Native



Key New Buildouts

UNDER ARMOUR

Top Skills in Demand

- AI/ML
- Data Engineering
- Digital Infrastructure

Hiring Trends

Hiring in the sector has become increasingly technology- and capability-led rather than volume-led. Retail & Consumer accounted for around **7% of GCC hiring in H1 2026**, with India's ecosystem now at about **180 GCCs and 272,000 professionals**.

The standout trend is **AI becoming embedded in core consumer business functions**. AI penetration in Retail GCCs more than doubled from **2.1% in 2022 to 4.8% in 2025**, with demand expected to take it to **10.6% by 2028**; however, there is a gap of AI professionals with 8+ years' experience, creating significant competition for senior AI Engineering Leads, AI/Data Directors, Architects and Principal Scientists.

Consumer GCCs

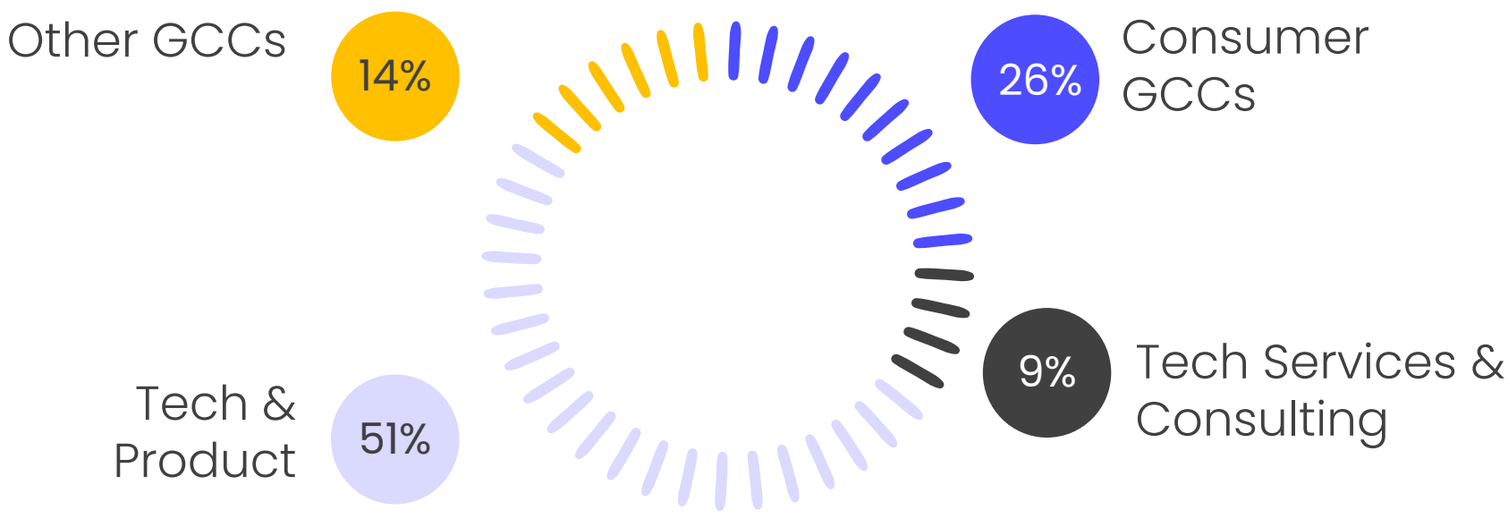
Movements Analysis

Native

Jan – Jun 2026

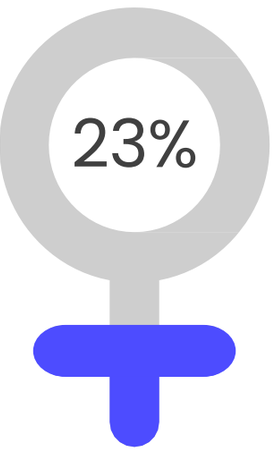
Sourcing Mix

Sector split of Incoming Talent

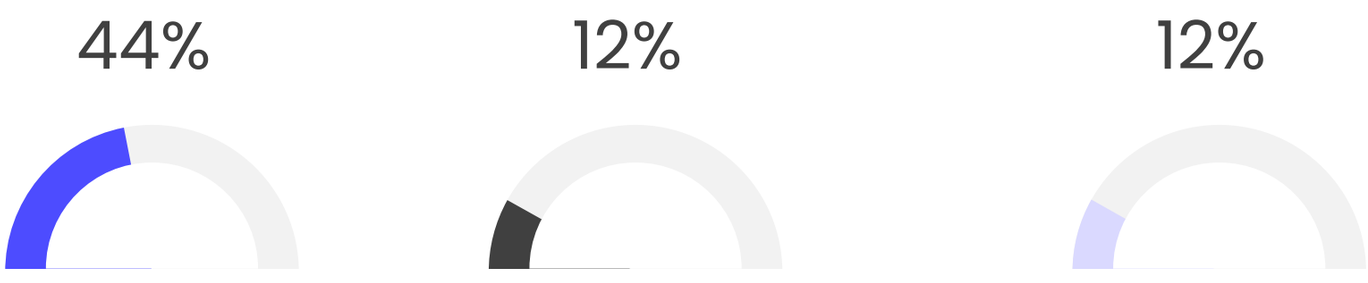


*Non-Consumer GCCs represent Banking, PHL, Auto, Telecom, Industrials & Infra GCCs

Diversity Movements

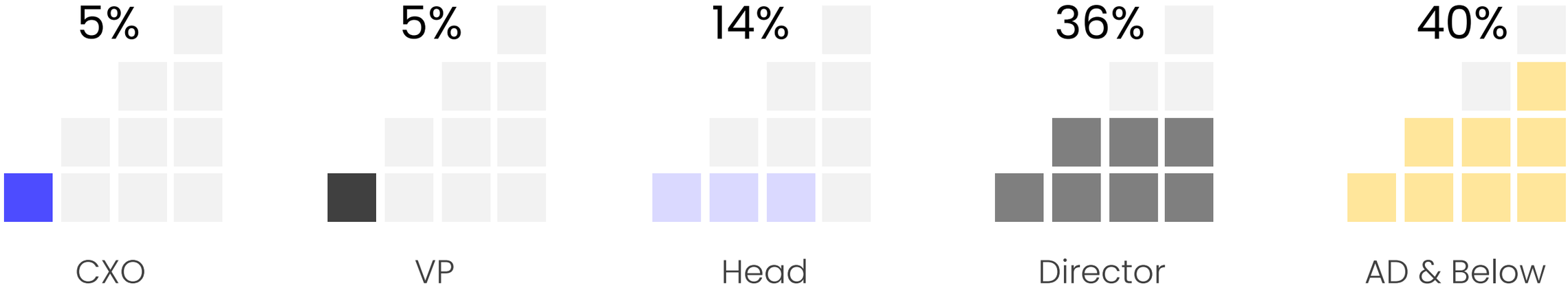


Functional breakdown

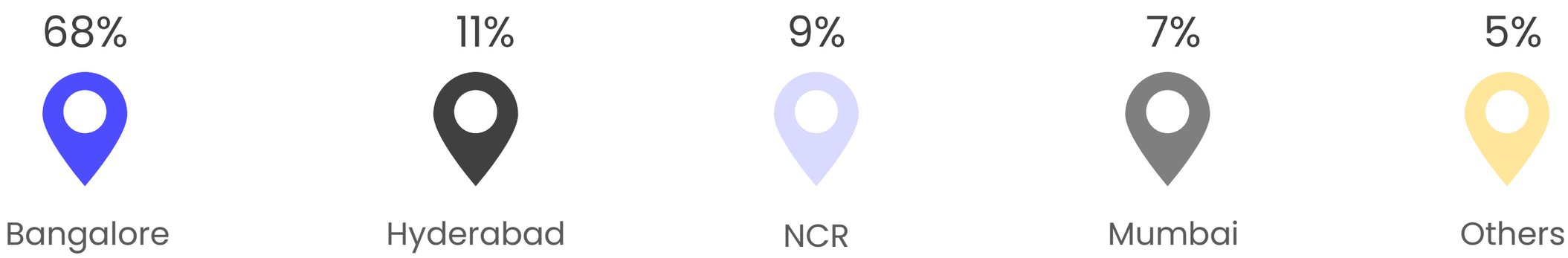


*Corporate Functions includes Shared Services, HR, Finance, Supply Chain, Legal & Compliance

Levelwise hiring split



Hiring Hotspots



Consumer GCCs

Key senior movements

Native

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Rima Bhardwaj	Director Legal & Compliance	Kenvue	AB InBev
Nikhil Bansal	Senior Director of Software Engineering	Honeywell	Best Buy
Sunil Madhavan Karatparambil	Director of Software Engineering	Phi 21 Technologies	Best Buy
GS Mohapatra	Director of Software Engineering	Dell Technologies	Cargill
Abhilash Nair	Director Program Management	Amazon	coupang
Sanjay Agrawal	Head of Data Science & Analytics – Ads, Monetization & Seller Success	Games24x7	ebay
Prasannavijayaraghavan Govindan	Head of eBay Payments	Amazon	ebay
Shobha B N	Director of Software Engineering	Amazon	ebay
Ashish Kulkarni	Director Applied Research	Krutrim	ebay
Karbagamoorthy D	Director, Enterprise Solution Architect	Mattel	GAP

Consumer GCCs

Key senior movements

Native

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Samir Agarwal	Director – Record to Report	State Street	LEVI STRAUSS & CO.
Anil Kumar Kancharla	Head of Talent Acquisition	MassMutual India	L'ORÉAL
Nataraj Patil	Director of Engineering	Epsilon	LOWE'S
Nitu Bhushan	Director - HR, South Asia	Pernod Ricard	Nestlé
Aysik Mohapatra	Director of Product Management	Walmart Global Tech India	NIKE
Rishu Aggarwal	Director of Engineering	Salesforce	NIKE
Sakthivel Sabanayagam	Director - AI Architecture, Strategy & Transformation	LTM	PEPSICO
Anup Mahajan	Vice President of Technology Development	Mavenir	Rakuten
Aravinda Bhat	Senior Director of Quality Engineering	Mobileum	Rakuten Symphony
Aditi Bajaj	Head of Talent Acquisition - South Asia	PepsiCo	reckitt

Consumer GCCs

Key senior movements

Native

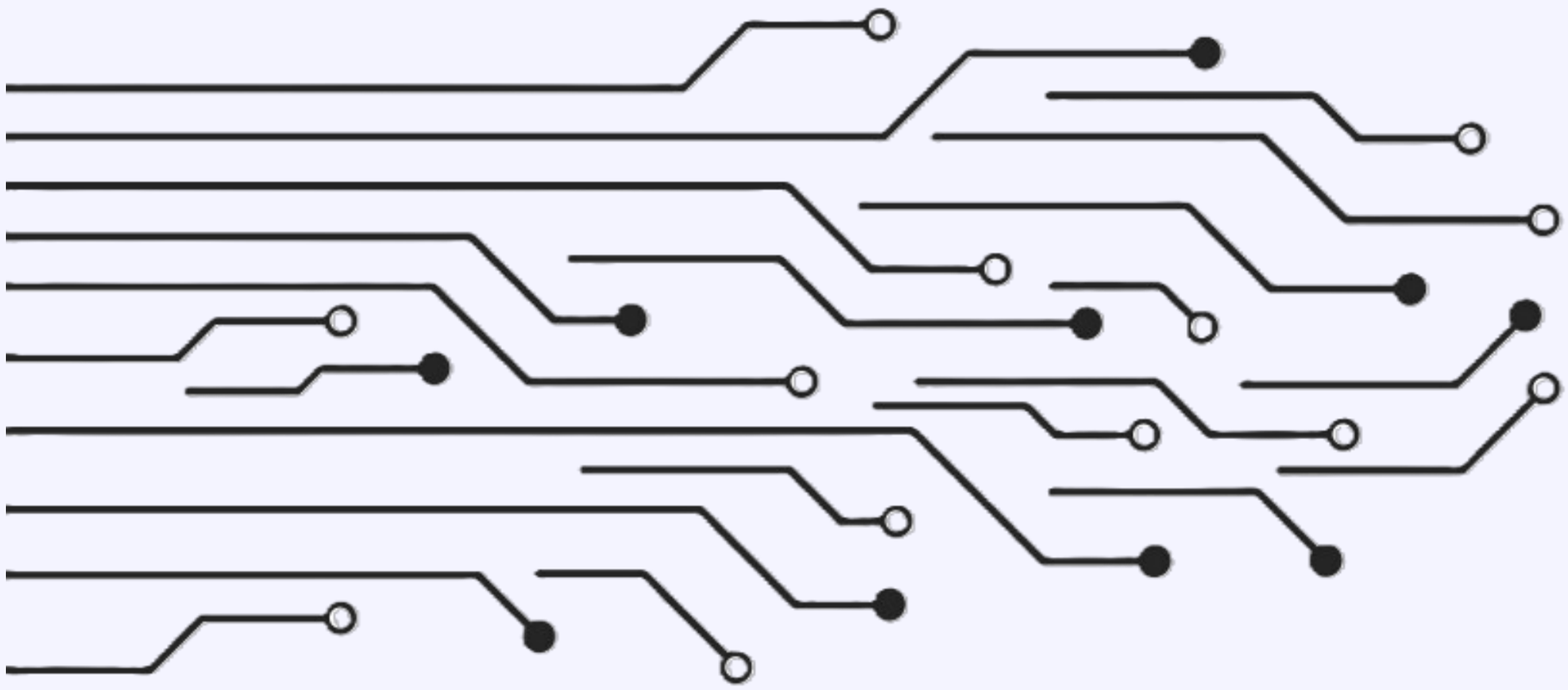
Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Arpita Bhattad	Director of Product Management	Amazon	Target
Raghunandana D V	Director, Data Analytics	Flipkart	Target
Sandeep Balan	Head of Enterprise Architecture (Markets, Technology and Analytics)	Anheuser-Busch InBev	Unilever
Ramesh Murugan Natarajan	CTO	Honeywell	Walmart Centre for Tech Excellence
Jayavel Sengodan	Senior Director, Data Engineering	Linkedin	Walmart Global Tech
Sujai Sojan	Director of Software Engineering	Apple	Walmart Global Tech
Gaurav Behl	Head of Engineering	Amazon	wayfair

Semiconductor GCCs

Talent Migrations

Jan – Jun 2026



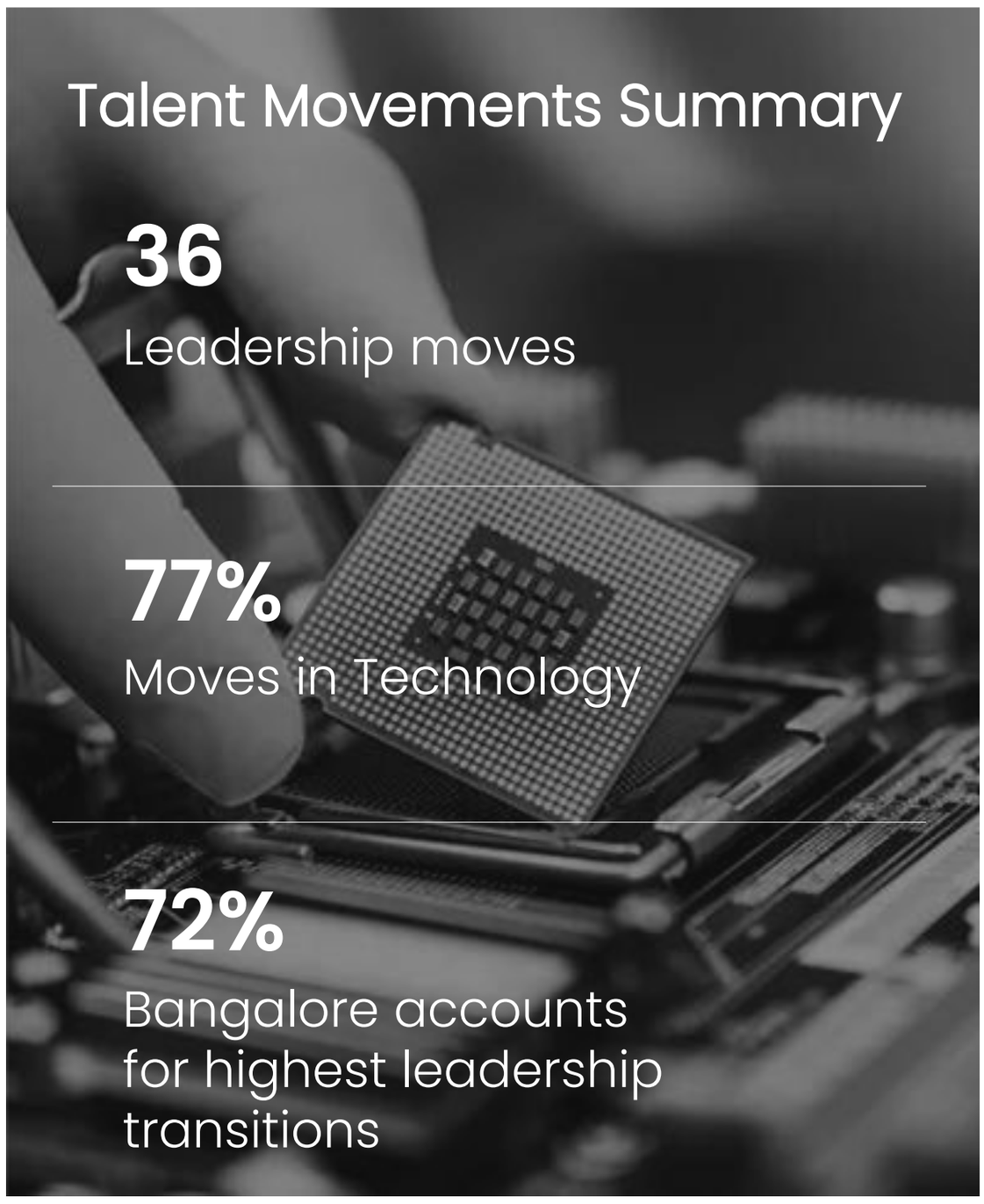
Scope: 50+ Semiconductor GCCs analyzed across Mid-Senior & Leadership levels

Semiconductor GCCs

Talent Movements Summary

Native

Jan – Jun 2026



Key New Buildout

AXIADO

Top Skills in Demand

- SoC IP design
- AI/ML Integration in Chip Design
- Semiconductor Cybersecurity

Hiring Trends

The Sector has moved from a **cautious recovery to a more structured, skills-led expansion**. Open roles across semicon design GCCs rose from **2,426 in January to 3,549** in March 2026.

Deeper, more specialised chip and platform ownership is a key ask, rather than broad-based headcount growth. Demand is increasingly centred on **SoC/IP design, verification, physical design, analog/mixed-signal, FPGA, embedded/real-time systems and semiconductor software**, with AI also entering through **NPU/AI accelerator, inference and silicon-platform engineering**.

Semiconductor GCCs

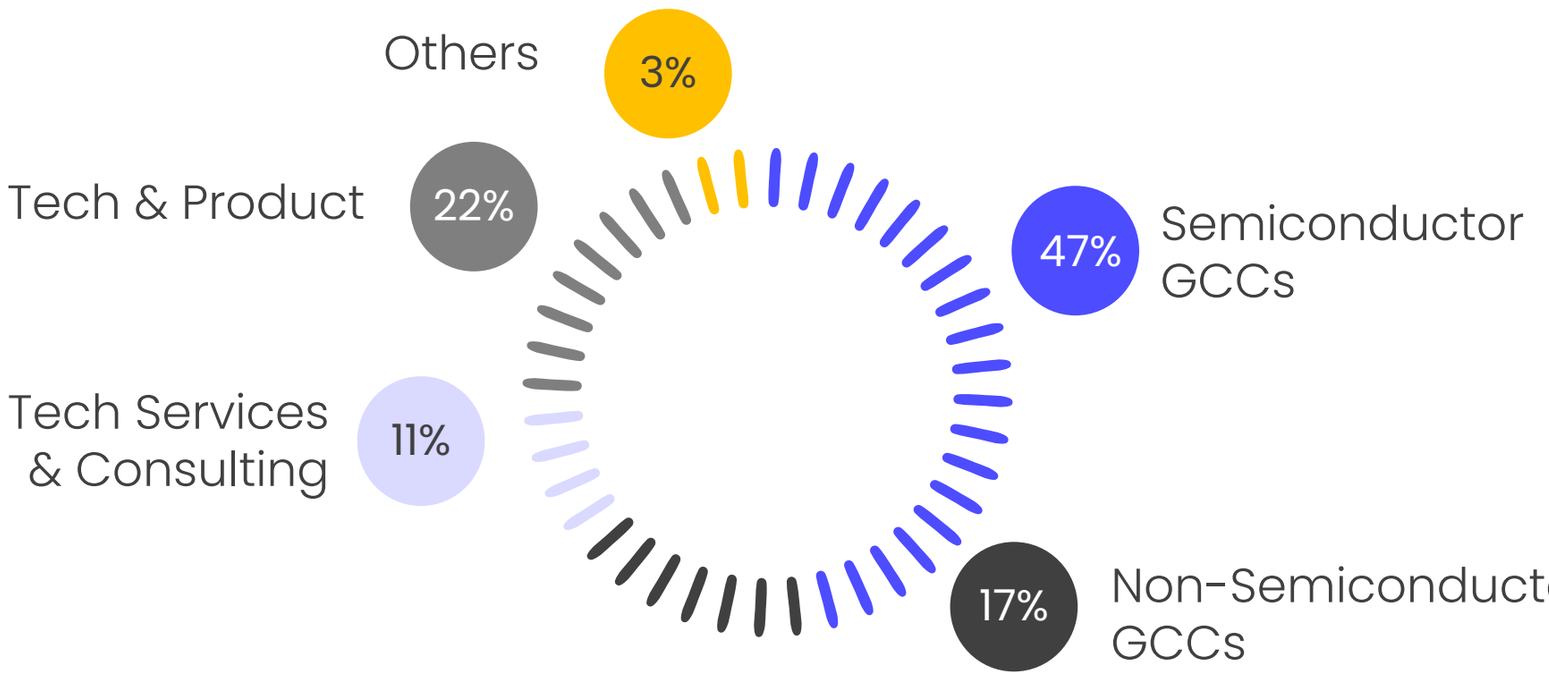
Movements Analysis

Native

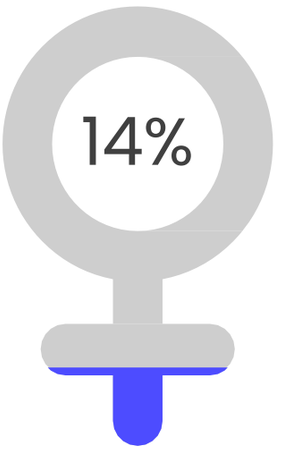
Jan – Jun 2026

Sourcing Mix

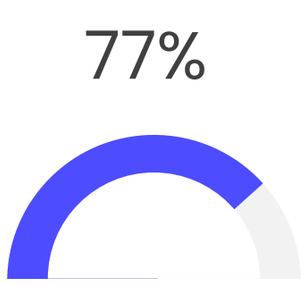
Sector split of Incoming Talent

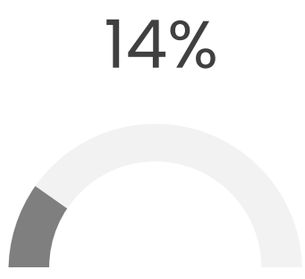


Diversity Movements



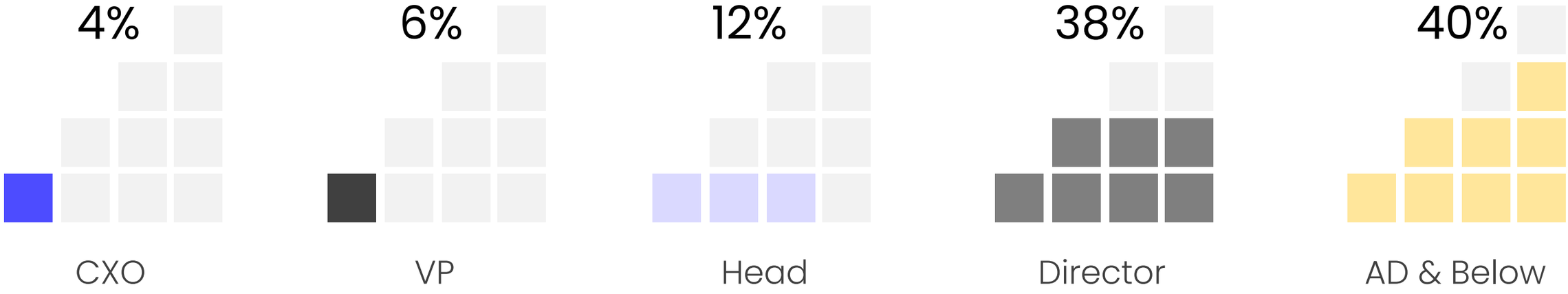
Functional breakdown



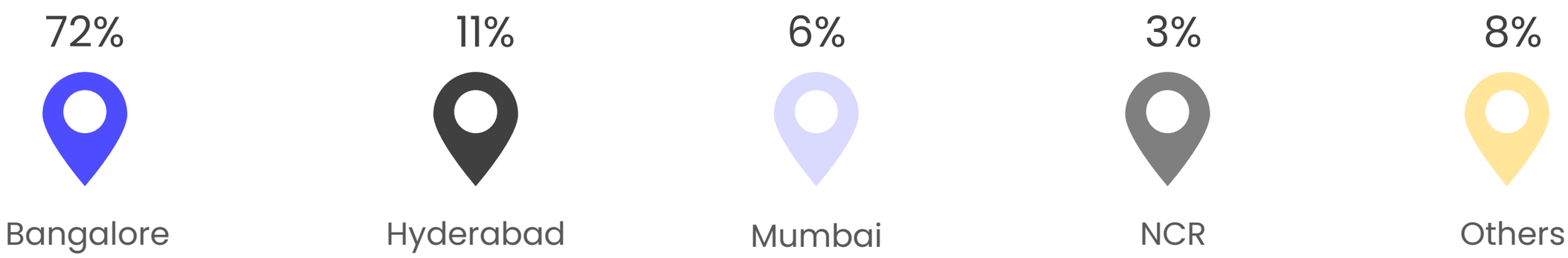


*Corporate Functions includes Shared Services, HR & Finance.

Levelwise hiring split



Hiring Hotspots



Semiconductor GCCs

Native

Key senior managements

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Rama Mohana Rao Bapanapalli	Senior Director	Intel	AMD
Anil Dalwani	Senior Director, Digital Business Unit	Texas Instruments	Analog Devices
Chappidi Padmanabha Reddy	Sr. Director, Engineering	Intel Corporation	Analog Devices
Shyam Sundar Rathinam	Software Deputy Director	Centific	Applied Materials
Parag Shravagi	Director Software Engineering	Mastercard	Emerson
Harish Yagain	Director, ASIC Design	Synopsys	GlobalFoundries
Chandan Amin	Director of Engineering	Signify	Honeywell
Yallappa Kalburgi	Director Project Management	HCLTech	Infineon
Tamal Das	Director of Engineering	Krutrim	Intel
Thangaraj Baskar	Project Director	Ohmium	Lam Research

Semiconductor GCCs

Native

Key senior managements

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Mahantesh S Savanur	Director - HR	Molex	Lam Research
Mandar Joshi	Director of Soft IP Engineering	AMD	Lattice Semiconductor
Rajani Rao	Senior Director of Engineering	Intel Corporation	Marvell
Ravi Korsa	Director – ML Compilers	Celestial AI	Marvell
Sitanshu Jain	Vice President of Engineering, India Site Head	Krutrim	MaxLinear
Girish Dinne	DC SSD Firmware Director	Sandisk	Micron
Vaibhav Sharma	Head of Architecture	Microsoft	Philips
Rajeshwari Appanna	Director Quality Engineering	NetApp	Pure Storage
Shankarnarayan Bhat	Senior Director, Engineering	Analog Devices India	Rambus
Gopi Krishnamurthy	Vice President of Technology	Alphawave Semi	Qualcomm

Semiconductor GCCs

Native

Key senior managements

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Shweta Malhotra	Senior Director HR	Alphawave Semi	Qualcomm
Vaibhav Mittal	Director, CPU/SoC Formal Verification	Synopsys	Qualcomm
Kalyana Sreematkandalam	Director Software Engineering IT	Global Carbon Warriors	Qualcomm
Krishnaraj L	Director of Engineering	Harman India	Qualcomm
Prabhakaran Unikkittarath	Director of Engineering	Harman International	Qualcomm
Saurabh Chaudhary	Director Total Rewards – APAC	Intel Corporation	SanDisk

Pharmaceuticals & Healthcare GCCs

Talent Migrations

Jan – Jun 2026



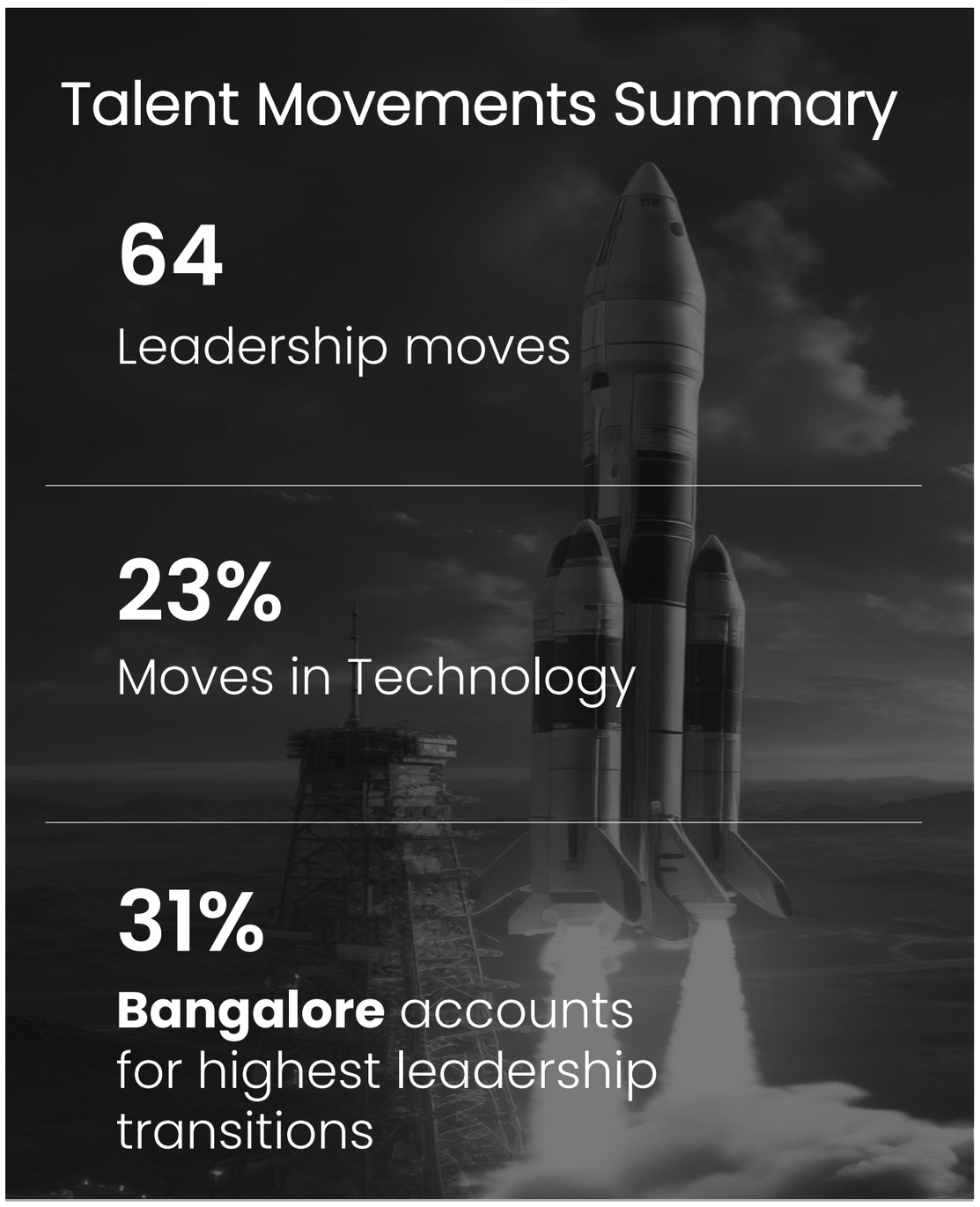
Scope: 90+ PHL GCCs analyzed across Mid-Senior & Leadership levels.

Pharmaceuticals & Healthcare GCCs

Talent Movements Summary

Native

Jan – Jun 2026



Key New Buildout

REGENERON

Top Skills in Demand

- AI & Data Sciences
- Drug Discovery Tech
- Bioinformatics

Hiring Trends

PHL GCC's has emerged as one of the **fastest-growing GCC segments in India**, with healthcare & life sciences accounting for **11% of GCC hiring in H1 2026**.

GCC activity increased **14% QoQ in Apr–Jun 2026**, with Hyderabad particularly strong, accounting for 38% of tracked sector activity.

Key Shift **AI + Lifesciences domain expertise**. Demand is rising for **AI/ML, data & analytics, clinical data science, bioinformatics, digital health, drug-discovery technology, automation and software/product engineering,**

India now has **150+ Healthcare & Lifesciences GCCs employing 300,000+ professionals.**

Pharmaceuticals & Healthcare GCCs

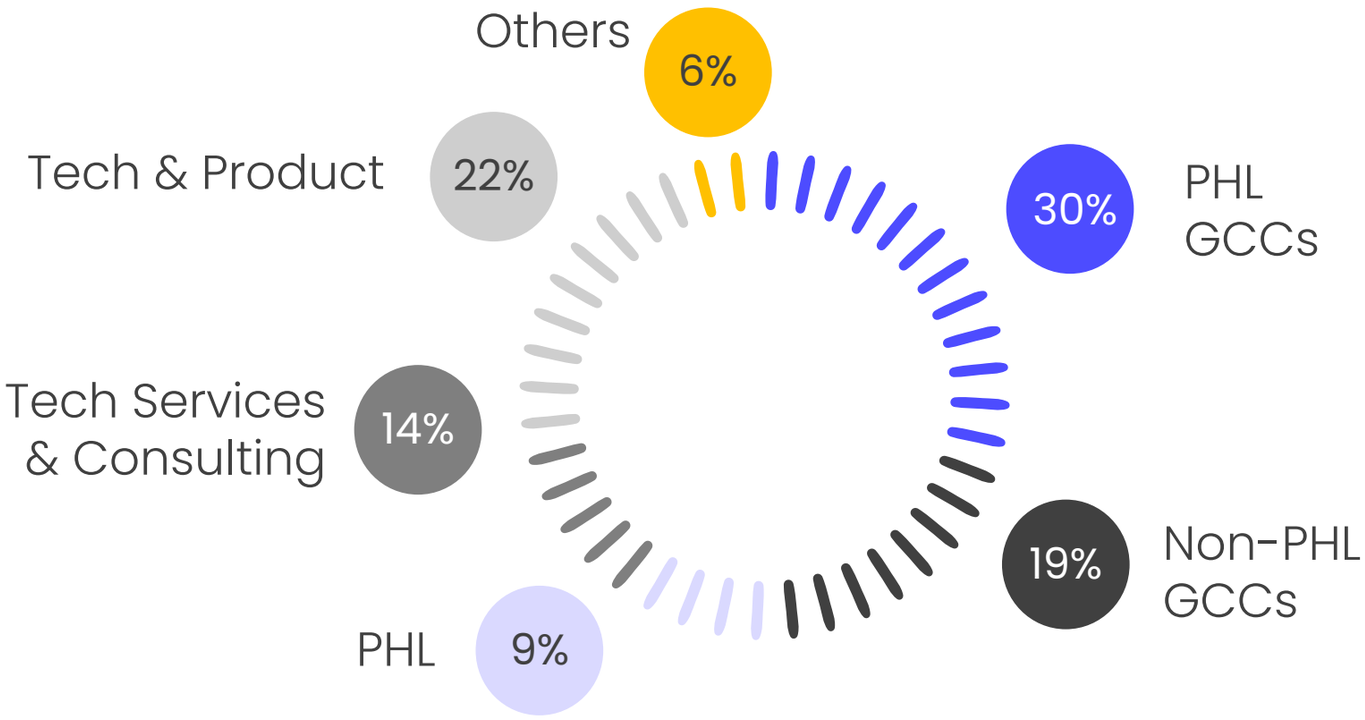
Movements Analysis

Native

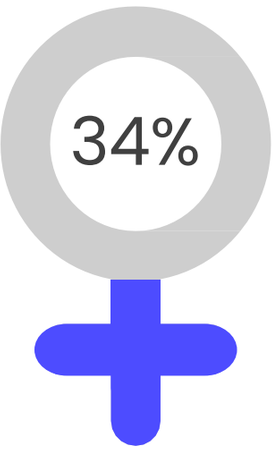
Jan – Jun 2026

Sourcing Mix

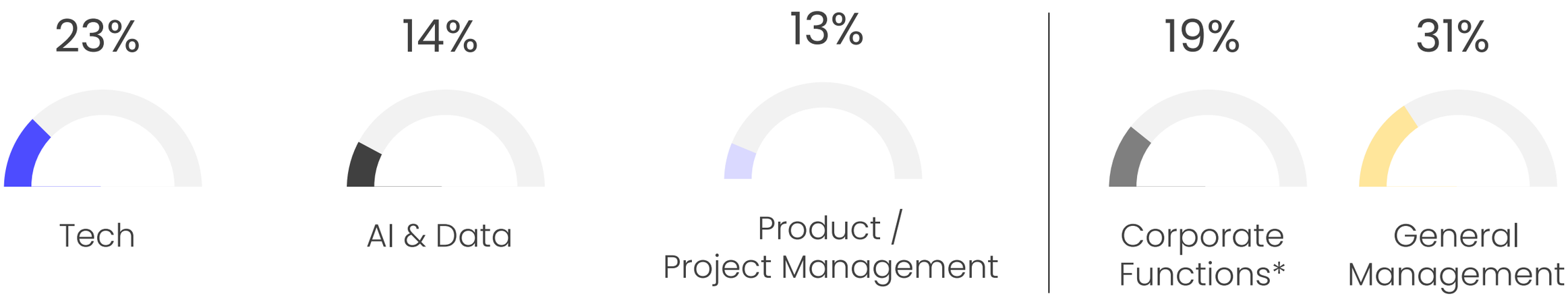
Sector split of Incoming Talent



Diversity Movements

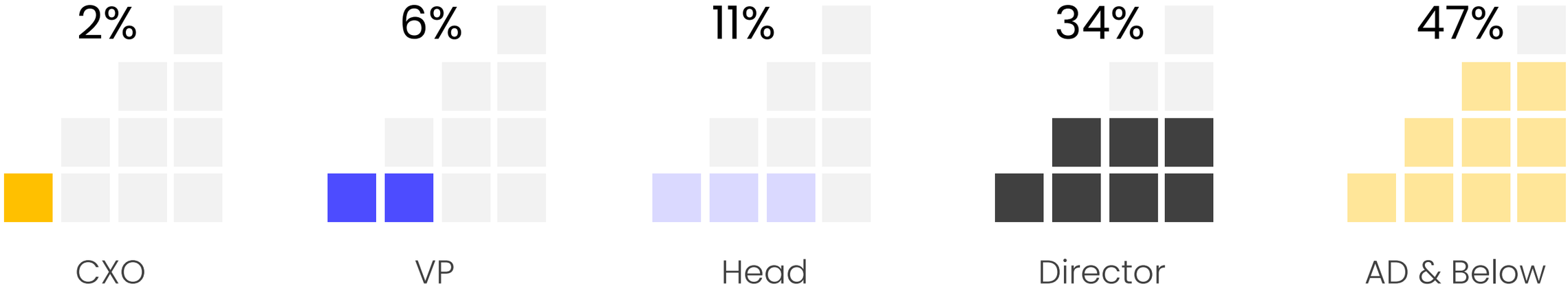


Functional breakdown

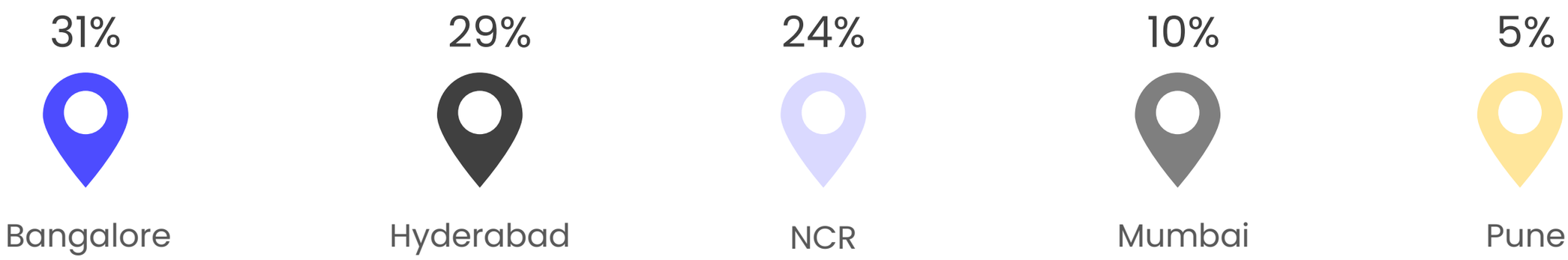


*Corporate Functions includes Shared Services, HR, Finance, Supply Chain, Legal & Compliance

Levelwise hiring split



Hiring Hotspots



Pharmaceuticals & Healthcare GCCs

Key senior movements

Native

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Jyoti Ranjan Padhi	Director - Process Management	CooperSurgical	Alcon
Chakra Gampala	Executive Director AI & Data	Amazon	AMGEN
Madhur Sarin	Director - AI & ML COE	Zebra Technologies	AMGEN
Hariprasad M	Director - Digital Technology & Innovation	Ernst & Young Global Consulting Services	AMGEN
Venkata Naga Varma Mudunuri	Principal Enterprise Architect	S&P Global	AMGEN
Satish Kamalchand Dadha	Director - Enterprise Architect (Integration & AI)	Microsoft	AstraZeneca
Amitava M	Director - AI	TVS Motor Company	AstraZeneca
Minu Thomas	Director - Service Asset & Configuration Management	Diageo	AstraZeneca
Niraj Kumar Ghosh	Director of Product Management	IKS Health	athenahealth
Deepti Mamtani	Associate Director, Enterprise Competency Center	Bacardi	Boston Scientific Advancing science for life™

Pharmaceuticals & Healthcare GCCs

Native

Key senior movements

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Pratap Singh Dodiya	Associate Director, Product and Supply Quality Excellence	Novartis	Bristol Myers Squibb™
Dr Ankita Jain	Country Medical Director	Pfizer	Bristol Myers Squibb™
Ritesh Modi	Director – Technical Product Management	Accenture	GE HealthCare
Praveen Gopalakrishnan	Director Program Management	Amazon	GE HealthCare
Suryakumari Saripalli	Director Enterprise Architecture	Baker Hughes	GSK
Geeta Karanjkar	R&D Senior Director	Aptean	GSK
Dipak Kumar Rana	Associate Director - Enterprise ServiceNow Architect	HCLTech	MSD
Prasant Kumar	Director – Technical Product Management	Suzlon Group	MSD
Subrahmanyam Kolluri	Director – Data Science & AI	FidelFolio Investments	NOVARTIS
Vedashree T A	Director of Software Engineering	Saltmine	Optum

Pharmaceuticals & Healthcare GCCs

Native

Key senior movements

Jan – Jun 2026

NAME	NEW TITLE	COMPANY MOVED FROM	COMPANY MOVED TO
Jithashree R	Executive Director	GE HealthCare	Providence
Abhishek Thakur	Chief Operating Officer (Cluster Head – Delhi)	Bristol Myers Squibb	Roche
Aarti A Kapoor	Head - People & Organisation Operations - Region International	McDonald's	SANDOZ
Mayank Anand	Vice President Clinical Research Group	GSK	ThermoFisher SCIENTIFIC
Padmnabh Vidyadhar Joglekar	Senior Director, Clinical Data Management	Syneos Health	ThermoFisher SCIENTIFIC
Sanjay Mantri	Director Digital Manufacturing	Tata Consultancy Services	ThermoFisher SCIENTIFIC
Hariprasath Subramanian	Director of Engineering	Honeywell	ThermoFisher SCIENTIFIC
Kiran Koparde	Director – AI/ML	Kenvue	UNITEDHEALTH GROUP

Contact Us

Native

We back instincts with data, create perspective with context, and let experience guide the unexplored. We align purpose, ambition and values with an eye on the future. We call this our Informed Intuition. And we use it to seek that rare and powerful place where people and organizations grow, like it is the most natural thing to do .

We are Native

Mumbai

Awfis,
Adani Inspire,
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Bandra East,
Mumbai 400 051

Gurgaon

WeWork Platina Tower,
Bristol Chowk,
MG Road,
Near Sikandarpur Metro Station, Sector 28,
Gurugram HR 122001

Bangalore

MOSS Diamond District,
Block Tower B,
LGF, Corporate,
#150, HAL Old Airport Road, Bengaluru,
Karnataka 560008

Dubai

Boulevard Plaza – Tower 2,
Sheikh Mohammed bin Rashid Blvd,
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Deepak Karunakaran

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GCC Tech



Sai Gopal

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